

## **WDRB-TV/WMYO-TV**

### **ANNUAL EEO PUBLIC FILE REPORT**

\*\*\*\*\*

This EEO Public File Report ("Report") complies with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the following station(s): WDRB-TV and WMYO-TV, Louisville, KY. This report is required in the public inspection files of these stations, and posted on their respective websites.

The information contained in this Report covers the time period beginning April 1, 2012 to and including March 31, 2013.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during The Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, Organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Independence Television Company, WDRB-TV and WMYO-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

WDRB-TV Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email [humanresources@fox41.com](mailto:humanresources@fox41.com).

It is the policy of WDRB-TV and WMYO-TV to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

Independence Television Company, WDRB-TV and WMYO-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email [humanresources@fox41.com](mailto:humanresources@fox41.com). We are an Equal Opportunity Employer.

# WDRB-TV/WMYO-TV

## APPENDIX I TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2012 TO MARCH 31, 2013

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

### Section 1: Vacancy Information

Full-time Positions Filled By Job Title (Dates indicate posting of position.)	RS Notified	Recruitment Source of Hiree (Dates indicate date filled)	Total Number of Interviewees From All Sources For This Position
1. Account Manager #1, #2, #3 & #4 1/9/2012	1-29, 31, 32	WDRB.com 7/30/2012, 7/30/2012, 8/1/2012 & 11/26/2012	11
2. Creative Director 1/19/2011	1-29, 31, 32	WDRB.com 5/7/2012	4
5. News Producer 4/6/2012	1-32	TVJobs.com 6/8/2012	3
9. Digital Solutions Manager 5/23/2012	1-29, 31, 32	Referral 10/1/2012	4
3. Building Maintenance 5/25/2012	1-29, 31, 32	Referral 6/22/2012	1
4. News Assignment Editor 6/20/2012	1-32	WDRB.com 7/9/2012	2
6. Morning News Producer 6/21/2012	1-32	TVJobs.com 6/25/2012	3
7. News Editor 8/14/2012	1-32	In-House 9/17/2012	2
8. Photographer Editor 8/14/2012	1-32	TVJobs.com 9/24/2012	2

8. News Producer 8/14/2012	1-32	TVJobs.com 1/2/2013	4
10. Traffic Log Coordinator 8/29/2012	1-29, 31, 32	In-House 10/15/2012	6
11. Account Executive #1, #2 & #3 9/12/2012 & 11/29/2012	1-29, 31, 32	WDRB.com, Referral & Job News 9/12/2012, 10/1/2012, 2/8/2013	13
12. Writer/Producer 10/15/12	1-33,35	Referral 1/24/2013	5
13. News Video Editor #1 10/15/2012	1-32	WDRB.com 11/12/2012	2
14. News Editor/Studio Camera Op #1 & #2 10/26/2012	1-32	In-House 1/7/2013, 1/14/2013	2
15. Weekend Photographer-Audio Op 10/26/2012	1-32	In-House 1/7/2013	2
16. Weekend Photographer #1 & #2 10/26/2012	1-32	Referral 12/10/2012, 1/7/2013	7
17. Weekend Executive Producer 10/26/2012	1-32	In-House 1/7/2013	4
18. Weekend Technical Director/Photographer 10/26/2012	1-32	TVJobs.com 1/5/2013	4
19. Weekend Anchor Reporter 10/26/2012	1-32	In-House 2/9/2013	4
20. Weekend Director/Photographer 10/26/2012	1-32	WDRB.com 12/31/2012	3
21. Weekend Reporter 10/26/2012	1-32	TVJobs.com 12/10/2012	3
22. Weekend Meteorologist 10/26/2012	1-32	TVJobs.com 12/10/2012	2
23. Weekend Web Producer/Assignment Desk 10/26/2012	1-32	In-House 12/10/2012	3
23. Weekend Photographer-Graphics Op 10/26/2012	1-32	In-House 1/7/2013	3
25. Weekend Graphic Designer 11/06/2012	1-33	WDRB.com 1/26/2013	6
25. Master Control Operator #1 & #2 11/16/2012	1-29, 31, 32	Referral 12/3/2012, 1/22/2013	2

26. Master Control Operator #3 & #4 2/18/2013	1-29, 31, 32	WDRB.com & Referral 3/18/2013	9
27. Broadcast Maintenance Engineer 12/12/2012	1-29, 31, 32	WDRB.com 1/19/2013	7
28. News Video Editor #2 1/2/2013	1-32	WDRB.com 1/7/2013	3
29. Weekend Assignment Editor 1/7/2013	1-32	WDRB.com 3/8/2013	2
30. WBKI Administrative Assistant 2/14/2013	1-29, 31, 32, 34	WBKI-TV spot 03/29/2013	7
31. General Assignment Reporter #1 1/2/2013	1-32	TVJobs.com 3/4/2013	3

Total Number of Persons Interviewed During Applicable Period: 138

## WDRB-TV/WMYO-TV

### APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2012 TO MARCH 31, 2013

Station(s) Comprising Station Employment Unit: WDRB-TV and WMYO-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDRB-TV and WMYO-TV

<u>DATE</u>	<u>RECRUITMENT INITIATIVE &amp; BRIEF DESCRIPTION</u>
4/1/12 Ongoing	Internship Program for college students. College students majoring in Broadcast Journalism, Communications, Marketing or Human Resources receive credit hours for training. During this reporting period, we have had five interns. One in our Production Department who attended Sullivan College of Technology & Design, one in our News Department from Yale University and three in our Sports Department. Sports interns were from Indiana University, Connecticut School of Broadcasting, and the University of Louisville.
4/1/12 Ongoing	Job Shadow Program for high school and college students. Students "shadow" an employee in the broadcasting or marketing career they are interested in. During this reporting period we had job shadows from Western Kentucky University, Presentation Academy and Indiana University.
4/1/12 Ongoing	Tours of our station given to students age 9 and up, and various organizations. A complete and detailed report is available on request.
2/22/13	University of Louisville Ulmer Career Center Networking Event-Network with business students and discuss possible hiring opportunities.
2/26/13	Bellarmine University Communications Career Fair-Set up a booth at the job fair to recruit applicants and/or interns.
3/27/13	University of Louisville Spring Career Fair. Set up a booth at the job fair to recruit applicants and/or interns.
4/1/12 Ongoing	Speakers Bureau Program - Various employees (talent, anchors, meteorologists, managers, engineers, etc.) speak at public events, churches, schools, organizations, etc. A complete and detailed report is available on request.
4/1/12 Ongoing	Provided materials and items to make a television "storefront" in the Junior Achievement Exchange City. In our store, students can learn about television broadcasting, reporting, anchoring, editorials, etc. We provided lights, cameras, tripods, graphic backdrops and items needed to produce a "mock" television broadcast.
4/1/12 Ongoing	Weather classes are conducted by our meteorologists at various schools in our viewing area.
4/1/12 Ongoing	Station talent are emcees, guest speakers and readers at various schools and public events.

WDRB's News Department has teamed up with several Louisville-area high schools for "TV JOURNALISM 101." The project is designed to encourage future broadcast journalists in this region, train them in the techniques they'll need in their future careers, and provide exposure for their best current efforts.

Students in journalism classes from each school will write, produce, and edit a video news story on an issue of local interest. Reporters and anchors from the WDRB News Department will serve as mentors to students, personally advising and assisting them throughout the process. Those WDRB journalists also serve as judges to determine which story is the best overall.

One segment from each school will be featured on "WDRB in the Morning" and posted on WDRB.com, where viewers will vote the "Viewers' Choice" award. The finalists, determined by WDRB journalists, will be announced and featured in a thirty minute news special to air on Thanksgiving Day. The winning students will get a college scholarship.

## Appendix 2 - RECRUITMENT SOURCE LIST

<u>RS #</u>	<u>RS INFORMATION</u>	<u># OF INTERVIEWEES PROVIDED BY RS APRIL 1, 2012-MARCH 31, 2013</u>
-------------	-----------------------	--

\* Entitled to receive notification of job openings

- |    |   |  |
|----|---|--|
| *1 | K Cogar and Michelle Reiss<br>Spalding University<br>851 S. 4th Street<br>Louisville, KY 40203<br>(502)585-9911                         |  |
| 2  | Kate Dunn<br>Lou. Metro Dept. of Human Resources<br>517 Court Place, Suite 301<br>Louisville, KY 40202<br>(502)754-3601                 |  |
| 3  | KY Dept. of Employment Services<br>c/o Order Taking Unit<br>600 W. Cedar Street<br>Louisville, KY 40202<br>(502)574-3601                |  |
| *4 | I.D.E.T.S.-Work One<br>Indiana State Employment Services<br>2125 State St., Suite 16<br>New Albany, IN 47151<br>(812)948-6102           |  |
| 5  | Workforce Development Specialist<br>Louisville Urban League<br>1535 West Broadway<br>Louisville, KY 40203<br>(502)585-4622              |  |
| *6 | University of Louisville<br>Office, Placement & Coop. Education<br>Floyd Street/Cardinal Blvd.<br>Louisville, KY 40292<br>(502)852-5555 |  |
| *7 | Center for Accessible Living<br>Keith Hosey and A. Jones<br>305 W. Broadway, Suite 200<br>Louisville, KY 40202<br>(502)589-6620         |  |



- 8     Debbi Femi  
       Bellarmine College  
       2001 Newburg Road  
       Louisville, KY 40205-0671  
       (502)452-8000
- \*9     Wendy Ferrara  
       KY Dept. of Vocational Rehab.  
       200 Juneau Dr., Suite 2  
       Louisville, KY 40243  
       (502)254-3195
- 10     Jeanette Carroll  
       Neighborhood Place  
       4401 Rangeland Road  
       Louisville, KY 40219  
       (502)962-3160
- 11     Jo Frye  
       Sullivan College  
       3101 Bardstown Road  
       Louisville, KY 40205  
       (502)456-6507
- \*12    Debra Eberle or Lynn Prinz  
       Indiana University Southeast  
       4201 Grantline Road  
       New Albany, IN 47150  
       (812)941-2265
- 13     Melvin Turner  
       Minority Affairs Services Bldg.  
       University of Louisville  
       Louisville, KY 40292  
       (502)852-5555
- \*14    Michelle Pruitt  
       Center for Women & Families  
       P.O. Box 2048  
       226 West Breckinridge Street  
       Louisville, KY 40201-2048  
       (502)753-3204
- 15     Sherry Klein  
       Sullivan College  
       3101 Bardstown Road  
       Louisville, KY 40205  
       (502)456-6504
- \*16    Jennifer Harris

Lincoln Foundation  
200 West Broadway, Suite 500  
Louisville, KY 40202  
(502)585-4733

- 17 WDRB.com  
624 W. Muhammad Ali Blvd.  
Louisville, KY 40203  
(502)584-6441
- \*18 Harbor House-Kay Dalton  
2231 Lower Hunters Trace  
Louisville, KY 40216  
(502)719-0072
- \*19 Tammy Southerling  
National College of Business & Technology  
4205 Dixie Highway  
Louisville, KY 40216  
(502)447-7634
- \*20 Southwest Center  
Attn: Brenda Tierney  
8009 Terry Road  
Louisville, KY 40258  
(502) 935-1848
- \*21 Collective Talent  
1721 Richardson Place  
Tampa, FL 33606  
(813)254-9695
- 22 WDRB-TV In-house Employees
- 23 WDRB-TV Employee/Client Referrals/  
Walk-Ins
- \*24 Daymar College  
Amy Whitlatch  
4112 Fern Valley Road  
Louisville, KY 40219  
(502)495-1040
- \*25 Brown Mackie College  
Chastity Trzop  
3605 Fern Valley Road  
Louisville, KY 40219  
(502)810-6113
- \*26 Goodwill Industries of KY  
Elvin Stampley and Sonya Ragland

45

23

27

332 W. Broadway, Suite 1000  
Louisville, KY 40202  
(502)574-4069

- \*27 St. Stephen Church  
Attn: Human Resources  
1018 S. 15th Street  
Louisville, KY 40210
- \*28 ITT Technical Institute  
9500 Ormsby Station Rd.. Suite 100  
Louisville, KY 40223-5392  
[tsmitchell@it-tech.edu](mailto:tsmitchell@it-tech.edu)  
(502)327-7424
- \*29 Campbellsville University  
Teresa Elmore, Director of Career Services  
1 University Drive UPO 917  
Campbellsville, KY 42718  
(270)789-5192  
[tmelmore@campbellsville.edu](mailto:tmelmore@campbellsville.edu)
- 30 TVJobs.com  
Broadcast Employment Services  
P.O. Box 4116  
Oceanside, CA 92052  
(800)374-0119
- 31 Job News Network  
[jobnewslouisville.com](http://jobnewslouisville.com)  
(502)412-7500
- 32 crew.cc  
Jefferson Community & Technical College
- 33 Louisvilleadfed.org  
Robin Miller  
200 Distillery Commons, Suite 100  
Louisville, KY 40203  
(502)582-2444

34

2

2

34 WBKI TV  
6100 Dutchmans Lane, Suite 701  
Louisville, KY 40205  
(502)240-6546

5

35 602 Communications  
602Communications.com  
Graeme Newell  
1011 Lyndhurst Falls Lane  
Knightdale, NC 27545  
(919)217-4438

**Total Interviewees Over Reporting Period**

138